



2025 Sustainability Goals

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2025 Sustainability Goals

We have updated our corporate sustainability goals.

We endeavor to ensure the safety of our colleagues, customers and business partners, and we strive to operate our business in an environmentally responsible way to conserve the world’s natural resources. To encourage action and continuous improvement within our global organization, we annually update and publish our corporate sustainability goals. We look forward to engaging with our stakeholders on our progress going forward.

Climate Change

Topic	Goal	2024 Results ¹
(1) Reduce GHG emissions	Review strategies to reduce GHG emissions at our principal operating sites.	Scope 1 and 2 emissions were approximately 6,979 metric tons CO₂-e for all global locations, a 32%² year-over-year decrease. We believe the decrease over 2023 was primarily driven by the conversion of our Melaka, Malaysia, facility to renewable electricity in May 2024 and reduced business activity. Additionally, in February 2024, we committed to engage with the Science Based Targets initiative³ (SBTi) and have been making progress toward our goal to develop near-term science-based emissions reduction targets.
(2) Renewable energy sources	Investigate renewable electricity energy sources on-site and off-site.	Our use of renewable energy sources was 4.5 million kWh or 26% of grid electricity energy usage was derived from renewable sources. In 2024, we converted our Melaka, Malaysia facility to using renewable energy. In addition, the facilities in Laguna, Philippines and Singapore are scheduled to move to renewable energy in 2025.
(3) Infrastructure	Invest in more energy-efficient facility infrastructure technology.	With the goal to reduce employee travel (and associated Scope 3 emissions), we continue to utilize our assisted reality customer support system, used for remote technical support and training, and in 2024, we avoided 330K km in employee travel. Further, at the beginning of 2023, we converted our Osaka, Japan, manufacturing site, and in 2024, our Melaka, Malaysia, manufacturing site was converted to use renewable energy. We replaced the air compressor equipment used in Poway, California, reducing the Poway site’s electricity usage by approximately 22% year-over-year. Additionally, the new facility in Laguna, Philippines, is equipped with a rainwater collection tank, and the harvested water is recycled for flushing purposes. In addition, Cohu’s headquarters in Poway, California, will be relocated into a smaller facility at the end of 2025 and is anticipated to be more energy efficient.

1 All uses of “M” means millions; “K” means thousands.
2 2023 emissions were 10,314 metric tons CO₂-e.
3 See <https://sciencebasedtargets.org>.

Topic	Goal	2024 Results ¹
(4) Water usage	Investigate and deploy water use reduction measures where feasible.	Total water consumed was 48.7 million liters. We believe the decrease over 2023 was primarily driven by a rainwater harvesting system in our newly consolidated facility in Laguna, Philippines. The rainwater collection and recycling system in Laguna, Philippines, saved 9% of the facility’s annual withdrawal in 2024.
(5) Waste management	Implement best practices in waste management to increase the amount of waste that is recycled.	698.3K kg of paper, plastic, wood and other non-hazardous waste were recycled. The total amount of hazardous waste was 186K kg, of which 83% (155K kg) was recycled. All hazardous waste was handled and recycled or disposed of in accordance with local laws and regulations.

Safety

Topic	Goal	2024 Results ¹												
(1) Employee Safety	Strive for an injury-free workplace at all Cohu facilities and, in aggregate across our sites, remaining below the most recent U.S. Bureau of Labor Statistics Injury, Illness and Fatality statistics for our industry.	<table><tr><th colspan="3">U.S. Bureau of Labor Statistics 2024 Injury, Illness & Fatality Rates</th></tr><tr><th>Industry</th><th>NAICS Code</th><th>Total Recordable cases⁴</th></tr><tr><td>Instrument manufacturing for measuring and testing electricity and electrical signals</td><td>334515</td><td>0.8</td></tr><tr><td>Cohu’s 2024 Injury, Illness & Fatality Rates</td><td></td><td>0.50</td></tr></table> Cohu’s 2024 recordable incident rate was 0.50, or 38% lower than our industry benchmark incident rate.	U.S. Bureau of Labor Statistics 2024 Injury, Illness & Fatality Rates			Industry	NAICS Code	Total Recordable cases ⁴	Instrument manufacturing for measuring and testing electricity and electrical signals	334515	0.8	Cohu’s 2024 Injury, Illness & Fatality Rates		0.50
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Cohu’s 2024 Injury, Illness & Fatality Rates		0.50												

4 The incident rates represent the number of injuries and illnesses per 100 full-time workers and were calculated as: (N/EH) x 200,000 where N = number of injuries and illnesses. EH = total hours worked by all employees during the calendar year 200,000 base for 100 equivalent full-time workers (working 40 hours per week, 50 weeks per year).

Culture and Talent Optimization

Topic	Goal	2024 Results ¹
(1) Culture where everyone feels welcomed, valued, and respected	Create a workplace where opportunities are accessible to all, based on individual merit and performance in a supportive and respective environment.	Conducted quarterly compliance training with topics on the prevention of harassment and discrimination and managing bias in the workplace and Cohu’s Human and Labor Rights Commitment.
(2) Global Talent Optimization	Cultivate a global workforce that reflects a wide range of perspectives, skills, and experiences, driving our success and growth.	Launched Learning Communities for individual professional development and Emerging Leaders Program to prepare employees for career progression.

Innovation

Topic	Goal	2024 Results ¹
(1) R&D investment	R&D investment ³⁰ at least 35% of total Operating Expenses.	R&D expense as a percentage of total Operating Expenses ⁵ was 51%.
(2) Patents	Protect IP and pursue patents as appropriate.	18 patents applied; 12 patents issued.

5 Based on GAAP Operating Expenses, plus application engineering costs for the last 12 months ending December 28, 2024.

Forward-Looking Statements

Certain statements contained in this report and accompanying materials may be considered forward-looking statements within the meaning of the U.S. Private Securities Litigation Reform Act of 1995, including statements regarding risk management strategies for compliance, cybersecurity and critical materials, sustainability goals, metrics and objectives, climate-related and emissions goals, forecasted projects or consumption reduction targets, business resilience, magnitude of any business or financial impact of climate-related change, and any other statements that are predictive in nature and depend upon or refer to future events or conditions, and/or include words such as “may,” “will,” “should,” “would,” “expect,” “anticipate,” “plan,” “likely,” “believe,” “estimate,” “project,” “intend,” and/or other similar expressions among others. Statements that are not historical facts are forward-looking statements. Forward-looking statements are based on current beliefs and assumptions that are subject to risks and uncertainties and are not guarantees of future performance. Cohu has taken reasonable efforts to review this data; however, manually collecting, converting and consolidating data from various sites around the world is complex and human errors may occur. We voluntarily make this data available as we believe it is of interest to our stockholders, but provide this report on an “as is” basis with no warranty whatsoever as to its accuracy.

Actual results and future business conditions could differ materially from those contained in any forward-looking statement as a result of various factors, including, without limitation: new product investments and product enhancements which may not be commercially successful; the semiconductor industry is seasonal, cyclical, volatile and unpredictable; recent erosion in mobile, automotive and industrial market sales; our ability to manage and deliver high quality products and services; failure of sole source contract manufacturer or our ability to manage third-party raw material, component and/or service providers; ongoing inflationary pressures on material and operational costs coupled with rising interest rates; economic recession; the semiconductor industry is intensely competitive, subject to rapid technological changes, and experiences consolidation of key customers for semiconductor test equipment; a limited number of customers account for a substantial percentage of net sales; significant exports to foreign countries with economic and political instability and competition from a

number of Asia-based manufacturers; our relationships with customers may deteriorate; loss of key personnel; risks of using artificial intelligence within Cohu’s product developments and business; reliance on foreign locations and geopolitical instability in such locations critical to Cohu and its customers; natural disasters, war and climate-related changes, including related economic impacts; levels of debt; access to sufficient capital on reasonable or favorable terms; foreign operations and related currency fluctuations; required or desired accounting charges and the cost or effectiveness of accounting controls; instability of financial institutions where we maintain cash deposits and potential loss of uninsured cash deposits; significant goodwill and other intangibles as percentage of our total assets; increasingly restrictive trade and export regulations impacting our ability to sell products, specifically within China; risks associated with acquisitions, investments and divestitures such as integration and synergies; constraints related to corporate governance structures; share repurchases and related impacts; financial or operating results that are below forecast or credit rating changes impacting our stock price or financing ability; law/regulatory changes and including environmental or tax law changes; significant volatility in our stock price; the risk of cybersecurity breaches; enforcing or defending intellectual property claims or other litigation. These and other risks and uncertainties are discussed more fully in Cohu’s filings with the SEC, including our most recent Form 10-K and Form 10-Q, and the other filings made by Cohu with the SEC from time to time, which are available via the SEC’s website at www.sec.gov. Except as required by applicable law, Cohu does not undertake any obligation to revise or update any forward-looking statement, or to make any other forward-looking statements, whether as a result of new information, future events or otherwise.